

**ARTICLE 32**  
**WAGE ASSIGNMENTS AND GARNISHMENTS**

The Employer will not impose disciplinary action against an employee for any wage assignments or garnishments. An employee who is suffering garnishments or wage assignments, or other withholding ordered by a court, or who is experiencing other financial difficulties, is obligated to make arrangements with creditors that will cause the least interference with the employee's employment and the Employer's operations. It is understood and agreed that garnishments and/or related financial problems of an employee which have an adverse impact upon job performance, may result in disciplinary action. Garnishments will be handled in accordance with the State of Michigan Financial Management Guide issued 7/9/2009 Part IV – Chapter 2, Sections 400, 450 and 500 or any other relevant sections.